R E P O R T R E S U M E S

ED 017 264 JC 680 041

SUMMARY OF SABBATICAL LEAVE POLICIES REPORTED BY CALIFORNIA SCHOOL DISTRICTS 1966-1967.

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REPORT NUMBER CTA-BULL-210 PUB DATE OCT 67
CALIFORNIA ASSN. OF SCHOOL ADMINISTRATORS
EDRS PRICE MF-$0.25 HC-$2.28 55P.

DESCRIPTORS- *JUNIOR COLLEGES, *PUBLIC SCHOOL SYSTEMS, ELEMENTARY SCHOOLS, SECONDARY SCHOOLS, *SABBATICAL LEAVES, ADMINISTRATIVE POLICY, FINANCIAL POLICY, PERSONNEL POLICY, *POLICY, CALIFORNIA,

THE CALIFORNIA EDUCATION CODE SPECIFIES THE CONDITIONS UNDER WHICH SCHOOL DISTRICTS MAY GRANT SABBATICAL LEAVES TO THEIR CERTIFICATED PERSONNEL. THE CALIFORNIA ASSOCIATION OF SCHOOL ADMINISTRATORS AND THE RESEARCH DEPARTMENT OF THE CALIFORNIA TEACHERS ASSOCIATION ANALYZED REPORTS OF POLICIES AND PRACTICES IN 746 DISTRICTS REPRESENTING 94.3 PERCENT OF THE STATE'S AVERAGE DAILY ATTENDANCE. INFORMATION TABULATED BY DISTRICT AND IN SUMMARY FORM INCLUDED (1) LIMITATIONS ON THE NUMBER OF LEAVES WHICH MAY BE GRANTED, (2) NUMBER OF LEAVES ACTUALLY GRANTED, (3) REQUIREMENTS FOR POSTING OF BONDS, (4) METHOD OF APPLICATION, (5) INFORMATION REQUIRED IN APPLICATION, (6) PURPOSES FOR WHICH LEAVES MAY BE GRANTED, AND (7) REQUIREMENT OF EVIDENCE THAT THE PURPOSES HAVE BEEN ACCOMPLISHED. (WO)

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CALIFORNIA TEACHERS ASSOCIATION

Research Bulletin

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BULLETIN
210
OCTOBER
1967

CALIFORNIA TEACHERS ASSOCIATION
CALIFORNIA ASSOCIATION OF SCHOOL ADMINISTRATORS

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SUMMARY OF SABBATICAL LEAVE POLICIES

Reported by

CALIFORNIA SCHOOL DISTRICTS

1966-1967

Sponsored by

Research Department

CALIFORNIA TEACHERS ASSOCIATION

and the

CALIFORNIA ASSOCIATION OF SCHOOL ADMINISTRATORS

RESEARCH BULLETIN

NUMBER 210

October, 1967

California Teachers Association
1705 Murchison Drive
Burlingame, California

UNIVERSITY OF CALIF.
LOS ANGELES
JAN 2 1968
CLEARINGHOUSE FOR
JUNIOR COLLEGE
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JC 680 041

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INTRODUCTION

DEFINITION OF SABBATICAL LEAVE. A sabbatical leave is a leave given to personnel to permit them to up-date and improve their qualifications for their jobs. These leaves are usually granted to academic personnel but they may be given to holders of non-teaching professional positions. Although a sabbatical leave may not be compensated, almost all institutions do so. Such leaves are given only after a considerable period of service, traditionally seven years. Usually there is an additional requirement or obligation for a minimum period of service in the position held after completion of the leave.

LEGAL PROVISIONS IN CALIFORNIA. It is probable that California school districts could grant the equivalent of sabbatical leaves on the basis of Education Code Section 13454. If this were done, the length of service required, the amount of compensation, and the conditions to be fulfilled after the conclusion of the leave would be entirely within the discretion of the district. The only requirement would be that some benefit to the district could be shown to occur so that payment during the leave would not constitute a gift of public funds. However, the Research Department has not received any reports of districts granting sabbatical leaves or their equivalent under this provision of the Code.

When sabbatical leaves are granted they appear always to be under authority of Education Code Sections 13457-13461. These set forth the conditions which must be fulfilled by the individual before being given a leave, the methods and conditions of payment for the leave, and requirements for service subsequent to the leave. Leaves are restricted to once every seven years commencing after seven years of service in a district. Payment may be made during the leave or in two lump sum payments after the leave. Salary may not be less than the difference between the individual's regular salary and that of his substitute, but may range upward to full salary for his position. In general, the governing board of a district has a number of options in setting up a sabbatical leave policy under these Code provisions.

The study reported in this Bulletin was based upon the possibilities open to districts under the provision of the Education Code. To enable the reader to have ready reference to these, the relevant Sections of the Code are quoted below:

> 13457. The governing board of any school district may grant any employee of the district employed in a position requiring certification qualifications, a leave of absence for not to exceed one year for the purpose of permitting study or travel by the employee which will benefit the schools and pupils of the district. The governing board may provide that such a leave of absence be taken in separate six-month periods rather than for a continuous one-year period, provided that the leave of absence for both of the separate six-month periods shall be commenced and completed within a three-year period. Any period of service by the individual intervening between the two separate six-month periods of the leave of absence shall comprise a part of the service required for a subsequent such leave of absence.

If any leave of absence commenced upon within three years prior to the effective date of the amendments to this section adopted at the 1961 Regular Session of the Legislature was taken in one or more separate periods of less than one year, the period of service intervening between such separate periods shall comprise a part of the service required for a subsequent such leave of absence.

13458. No leave of absence shall be granted to any employee under Section 13457 who has not rendered service to the district for at least seven consecutive years preceding the granting of the leave, and not more than one such leave of absence shall be granted in each seven-year period. The governing board granting the leave of absence may, subject to the rules and regulations of the State Board of Education, prescribe the standards of service which shall entitle the employee to the leave of absence. No absence from the service of the district under a leave of absence, other than a leave of absence granted pursuant to Section 13457, granted by the governing board of the district shall be deemed a break in the continuity of service required by this section, and the period of such absence shall not be included as service in computing the seven consecutive years of service required by this section. Service under a national recognized fellowship or foundation approved by the State Board of Education, for a period of not more than one year, for research, teaching or lecturing shall not be deemed a break in continuity of service and the period of such absence shall be included in computing the seven consecutive years of service required by this section.

13459. Every employee granted a leave of absence pursuant to Section 13457 may be required to perform such services during the leave as the governing board of the district, with the approval of the county superintendent of schools, and the employee may agree upon in writing, and the employee shall receive such compensation during the period of the leave as the governing board, with the approval of said county superintendent, and the employee may agree upon in writing, which compensation shall be not less than the difference between the salary of the employee on leave and the salary of a substitute employee in the position which the employee held prior to the granting of the leave. However, in lieu of such difference, the board may pay one-half of the salary of the employee on leave or any additional amount up to and including the full salary of the employee on leave.

13460. Compensation granted by the governing board to the employee on leave may be paid in two equal annual installments during the first two years of service rendered in the employ of the governing board following the return of the

employee from the leave of absence. The compensation shall be paid the employee while on the leave of absence in the same manner as if the employee were teaching in the district, upon the furnishing by the employee of a suitable bond indemnifying the governing board of the district against loss in the event that the employee fails to render at least two years' service in the employ of the governing board following the return of the employee from the leave of absence. The bond shall be exonerated in event the failure of the employee to return and render two years' service is caused by the death or physical or mental disability of the employee. If the governing board finds and by resolution declares that the interests of the district will be protected by the written agreement of the employee to return to the service of the district and render at least two years' service therein following his return from the leave, the governing board in its discretion may waive the furnishing of the bond and pay the employee on leave in the same manner as though a bond is furnished.

13461. Where one governing board serves as the governing board of two or more separate districts, an employee may fulfill the service requirements provided in Section 13458 or in 13460, or both, by service in any one or more of the districts under the jurisdiction of such governing board. At the option of the governing board the provisions of this section may apply in whole or in part to service rendered prior to October 1, 1949.

SOURCE OF INFORMATION. In the Spring of 1967 a joint study of personnel policies and practices was made by the California Association of School Administrators and the Research Department of the California Teachers Association. Policies and practices with respect to sabbatical leaves were included. Reports were received from 746 districts representing 94.3 percent of the average daily attendance of California. This Research Bulletin summarizes these reports.

To aid in comparative studies of policies, districts are grouped by size ranges according to A.D.A. These are as follows:

10,000 A.D.A. and over	91 districts reporting
1,000 to 9,999 A.D.A.	383 districts reporting
Under 1,000 A.D.A.	272 districts reporting

To facilitate study and comparison of sabbatical leave policies on a regional basis, appendices are included which contain the individual policies of districts, grouped by CTA Sections.

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SUMMARY OF SABBATICAL LEAVE POLICIES

Reported by

CALIFORNIA SCHOOL DISTRICTS 1966-1967

TABLE I

METHOD OF APPLICATION

METHOD	Average Daily Attendance of Districts					
	10,000 & Over		1,000 to 9,999		Under 1,000	
	Number	*Percent	Number	*Percent	Number	*Percent
Written request	72	79.1	213	55.6	69	25.4
Letter of Application	24	26.4	70	18.3	11	4.0
Oral	2	2.2	1	0.3	12	4.4
Other	2	2.2	0	0.0	1	0.4

*Of districts reporting in designated size range

TABLE II

ITEMS REQUESTED IN APPLICATION FOR SABBATICAL LEAVE

ITEMS	Average Daily Attendance of Districts					
	10,000 & Over		1,000 to 9,999		Under 1,000	
	Number	*Percent	Number	*Percent	Number	*Percent
Itinerary	71	78.0	165	43.1	38	14.0
Program of Study	77	84.6	206	53.8	48	17.6
Outcomes Expected	74	81.3	174	45.4	39	14.3
Other	3	3.3	12	3.1	2	0.7

*Of districts reporting in designated size range

TABLE III

PURPOSES FOR WHICH SABBATICAL LEAVES ARE GRANTED

PURPOSE	Average Daily Attendance of Districts					
	10,000 & Over		1,000 to 9,999		Under 1,000	
	Number	*Percent	Number	*Percent	Number	*Percent
Travel	75	82.4	178	46.5	32	11.8
Study	84	92.3	238	62.1	58	21.3
Other	10	11.0	32	8.4	2	0.7

*Of districts reporting in designated size range

TABLE IV

EVIDENCE REQUIRED WHEN RETURNING

FROM SABBATICAL LEAVES

EVIDENCE	Average Daily Attendance of Districts					
	10,000 & Over		1,000 to 9,999		Under 1,000	
	Number	*Percent	Number	*Percent	Number	*Percent
Transcript	65	71.4	145	37.9	35	12.9
Written Reports	78	85.7	183	47.8	36	13.2
Written Statements	13	14.3	50	13.1	13	4.8
Oral Report	16	17.6	53	13.8	22	8.1
Other	6	6.6	5	1.3	4	1.5

*Of districts reporting in designated size range

TABLE V

REMUNERATION FOR SABBATICAL LEAVES

METHOD	Average Daily Attendance of Districts					
	10,000 & Over		1,000 to 9,999		Under 1,000	
	Number	*Percent	Number	*Percent	Number	*Percent
Full year at Half Salary	70	76.9	178	46.5	29	10.7
Full year at Full Salary	1	1.1	2	0.5	1	0.4
Half year at Half Salary	34	37.4	52	13.6	2	0.7
Half year at Full Salary	9	9.9	34	8.9	3	1.1
Other	15	16.5	50	13.1	10	3.7

*Of districts reporting in designated size range

Limitations on Leaves

In those districts reporting limitations on the number of leaves which may be granted, the two most common methods reported were either a fixed percentage of the staff or a fixed number of staff members.

In districts of 10,000 ADA and over, 55 districts (60.4%) reported using the percentage method. In these districts the percents ranged from 1 percent to 8 percent with 31 of the districts reporting a 1 percent. Thirty-two districts in this size range (35.2%) set a maximum on the number of staff members who could be on leave. These ranged from one to 28 staff members with a median of eight.

One hundred nineteen districts in the 1,000 to 9,999 ADA range (31.1%) used the percentage method for determining the maximum number of staff members that could be on sabbatical leave at one time. The range was 1 percent to 22 percent with a mean of 2 percent. Forty-five districts used this maximum of 2 percent. In this ADA level, 77 districts (20.1%) set a maximum on the number of persons on leave, ranging from 1 to 9 persons with a median of 2 persons.

In the smaller districts under 1,000 ADA only 18 districts (6.6%) set percentages, ranging from 1 percent to 25 percent with a median of 4 percent of staff members on sabbatical leave at any one time. Sixteen of these small districts (6.0%) reported fixed maximums of persons permitted to be on leave. Fourteen districts reported this to be one person and two districts reported two persons.

It was reported by 14 of the districts over 10,000 ADA that their fixed maximums had been reached during the last three years. Thirty-four districts with 1,000 to 9,999 ADA had reached their maximumx during that time, and only six districts under 1,000 ADA had reached their limit during the last three school years.

Number of Staff Members on Sabbatical Leaves

The number of staff members who were actually on sabbatical leave in each of the past three school years 1964-65, 1965-66, and 1966-67 are reported in Table VI.

TABLE VI

NUMBER OF STAFF MEMBERS ON SABBATICAL LEAVES

YEAR	Districts 10,000 ADA and Over	Districts 1,000-9,999 ADA	Districts under 1,000 ADA	Total
1964-1965	781* (56 districts)	207 (100 districts)	3 (3 districts)	991
1965-1966	864* (60 districts)	267 (113 districts)	4 (4 districts)	1135
1966-1967	1037* (61 districts)	331 (115 districts)	7 (7 districts)	1375
Total	2682	805	14	3501

*Included in these figures are 535 teachers from Los Angeles City Schools in 1964-65, 579 teachers in 1965-66, and 659 Los Angeles City teachers in 1966-67.

Requirements for Posting Bonds for Sabbatical Leaves

The Education Code (Sec. 13460) states that compensation granted by the governing board to the employee on leave may be paid in two equal annual installments during the first two years of service rendered in the employ of the governing board following the return of the employee from the leave of absence. The compensation shall be paid the employee while on the leave of absence in the same manner as if the employee were teaching in the district, upon the furnishing by the employee of a suitable bond indemnifying the governing board of the district against loss in the event that the employee fails to render at least two years' service in the employ of the governing board following the return of the employee from the leave of absence. The bond shall be exonerated in the event the failure of the employee to return and render two years' service is caused by the death or physical or mental disability of the employee. If the governing board finds and by resolution declares that the interests of the district will be protected by the written agreement of the employee to return to the service of the district and render at least two years' service therein following his return from the leave, the governing board in its discretion may waive the furnishing of the bond and pay the employee on leave in the same manner as though the bond is furnished.

In districts of 10,000 ADA and over responding to this survey, 54 (59.3%) required the posting of a bond. In two of these districts the bond was paid for by the district. One hundred nineteen districts (31.1%) with 1,000 to 9,999 ADA required a bond to be posted. Three of these districts paid for the bond. Only 12 districts with under 1,000 ADA (4.4%) required a bond and in none of these districts was the bond paid for by the district.

A P P E N D I C E S

SUMMARY OF SABBATICAL LEAVE POLICIES

Reported by

INDIVIDUAL CALIFORNIA SCHOOL DISTRICTS

1.0 BAY SECTION

1.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Acalanes High	5	x				x	x			x	x		x	x			
Alameda Unified	4	x				x	x	x		x	x		x	x	x		
Albany Unified		x					x	x		x	x			x			
Alum Rock		x		x		x	x	x	x	x	x		x	x	x		
Analy High	3	x				x	x	x		x	x	x			x		
Antioch Unified	2	x				x	x	x	x	x	x		x	x			x
Belmont	x	x								x	x		x	x		x	
Benicia Unified		x				x	x	x		x	x		x	x		x	
Berkeley Unified	8	x	x			x	x	x		x	x		x	x	x		
Brentwood		x				x	x	x		x	x						
Brisbane		x								x	x		x	x			
Burlingame	3	x								x	x		x	x			x
Cabrillo Unified		x				x	x	x		x	x		x	x	x		
Campbell High			x				x	x			x		x	x			
Castro Valley Unified	x	x				x	x	x		x	x			x			
Cloverdale		x															
Cloverdale High	1	x					x	x			x		x				
Columbia-Tuolumne Co.		x	x				x				x		x				
Contra Costa J. C.	30	x				x	x	x		x	x	x	x	x	x		
Cupertino	6	x				x	x	x		x	x		x	x			
Dixie	2		x				x	x			x			x		x	
East Side High	5	x				x	x	x			x		x		x		
Empire		x					x			x	x			x			
Fairfax-Marin Co.	1	x				x	x	x			x					x	
Foothill J. C.	17	x				x	x	x		x	x	x		x			
Fremont Unified	4	x				x	x	x		x	x		x	x			
Fremont High	5	x				x	x	x		x	x		x	x		x	
Gavilan J. C.		x					x	x			x			x			
Guerneville	1	x					x				x		x				
Hayward Unified	7	x				x	x	x		x	x			x			
Healdsburg		x				x	x	x		x	x		x	x			
Healdsburg High		x				x	x	x		x	x		x	x			
Hickman				x													
Jefferson-San Mateo Co.	1	x	x			x	x	x		x	x		x	x			

1.0 BAY SECTION

1.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Jefferson High	9	x								x	x		x	x			
Kentfield			x				x	x		x	x	x				x	
Lafayette-Contra Costa Co.	1		x			x	x	x		x	x					x	
Laguna Salada	6		x			x	x	x		x	x		x	x			
Larkspur		x					x	x			x		x		x		
Las Lomitas	1		x			x	x			x	x		x	x			
Liberty High	1	x					x				x		x	x			
Lincoln Unified	2	x				x	x	x		x	x				x		
Los Altos	6	x				x	x			x	x		x	x			
Los Gatos	3	x				x	x	x		x	x			x	x	x	
Los Gatos High	4	x				x	x	x		x	x			x		x	
Manteca			x							x	x		x	x			
Marin J. C.	8	x								x	x	x		x			
Martinez Unified			x			x	x	x		x	x			x			
Menlo Park		x									x		x				
Middletown Unified			x														
Millbrae	5	x					x			x	x			x			
Milpitas	3		x			x	x	x			x		x	x	x		
Modesto Elem. & High		x				x	x	x		x	x		x	x			
Moreland		x				x	x	x		x	x			x		x	
Mount Diablo Unified	6	x				x	x	x		x	x		x	x			
Mount Pleasant		x					x	x			x			x			
Mt. View-Santa Clara Co.	1	x				x	x	x		x	x		x	x			
Mt. View-Los Altos High	5	x				x	x	x		x	x			x			
Napa Valley Unified	13	x				x	x	x			x		x	x			
Napa J. C.	3	x				x	x	x		x	x		x		x		
New Haven Unified		x					x	x			x		x				
Newark Unified		x				x	x	x			x			x			
Novato Unified	2	x					x	x			x		x	x			
Oak Grove-Santa Clara Co.			x				x				x	x	x	x			
Oakdale		x									x		x	x			
Oakland Unified	19		x			x	x	x		x	x		x	x			
Old Adobe	1	x										x				x	
Palo Alto Unified	45	x	x			x	x	x		x	x		x	x			

1.0 BAY SECTION

1.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Peralta J. C.	19	x				x	x	x				x			x		
Petaluma Elem. & High	5	x				x	x	x		x	x		x	x			
Piedmont Unified	2	x								x	x			x			
Pittsburg Unified	1	x					x	x			x		x	x			
Portola Valley		x				x	x	x		x	x		x	x			
Ravenswood	2	x	x			x	x	x		x	x		x	x			
Redwood City	8½	x	x			x	x	x		x	x		x	x			
Reed	3	x		x		x	x	x	x	x	x	x	x	x		x	
Ross	1	x				x	x	x		x	x		x		x		
San Anselmo	3		x			x	x	x		x	x		x	x			
San Bruno Park	3	x				x	x			x	x		x	x			
San Francisco Unified	290		x			x	x	x		x	x			x			
San Francisco J. C.	35	x				x	x	x		x	x		x	x			
San Joaquin Delta J. C.	4		x							x	x	x	x	x			
San Jose Unified	13½	x				x	x	x		x	x		x	x			
San Jose J. C.	18	x	x				x	x		x	x		x	x			
San Leandro Unified	7	x				x	x	x		x	x		x	x			
San Lorenzo Unified	8	x				x	x	x		x	x			x			
San Mateo		x				x	x			x	x		x	x			
San Mateo High	39	x				x	x			x	x			x			
San Mateo J. C.	22	x				x	x	x			x	x	x	x	x		
San Rafael Elem. & High	3	x				x	x	x		x	x			x		x	
San Ramon Valley Unified		x				x	x	x		x	x		x	x			x
Santa Clara Unified	10		x			x	x	x		x	x		x	x	x	x	x
Santa Rosa Elem. & High	3	x				x	x	x		x	x	x		x			
Sonoma J. C.	16		x							x	x		x	x			
Saratoga		x					x	x			x		x	x			
Sequoia High	20		x			x	x	x		x	x		x	x		x	x
Solano J. C.	1	x				x		x		x	x		x		x		
Sonoma Valley Unified			x				x	x									
Stockton Unified	22	x				x	x	x		x	x		x	x			
Sunnyvale	6	x					x			x	x		x	x		x	
Tamalpais High	10		x			x	x	x		x	x		x	x		x	
Tracy Elem. & High		x				x	x	x		x	x			x			

1.0 BAY SECTION

1.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Turlock Elem. & High	5	x				x	x	x		x	x						
Twain Harte-Long Barn		x								x	x		x	x	x	x	
Union-Santa Clara Co.	2		x							x	x		x	x			
Upper Lake High		x					x	x			x		x	x		x	
Vallejo Unified	11	x				x	x	x		x	x	x	x	x			
Walnut Creek		x				x	x	x		x	x			x			
Whisman	1	x	x			x	x	x		x	x		x	x			
Woods		x				x	x										
Yosemite J. C.	6	x				x	x			x	x		x	x			

1.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Acalanes High	x							5		
Alameda Unified					x	x		2		
Albany Unified					x					
Alum Rock	x					x				
Analy High	x							3		
Antioch Unified	x							2		
Belmont	x		x					5		
Benicia Unified								2		
Berkeley Unified	x		x		x			5		
Brentwood								6		
Brisbane	x				x	x				
Burlingame	x					x			2	)
Cabrillo Unified	x					x		3		
Campbell High	x							1	1	
Castro Valley Unified	x			x				1		x
Cloverdale High					x			5	1	x
Columbia(Tuolumne Co.)					x					
Contra Costa J.C.				x	x			3		
Cupertino	x			x				2		
Dixie	x					x	x			
East Side High					x					
Empire	x									
Fairfax (Marin Co.)	x					x				
Foothill College					x	x		5		
Fremont Unified	x					x		2	2	
Fremont High	x			x		x			3	
Gavilan College			x					1		
Hayward Unified					x	x		1	11	
Healdsburg	x				x	x			2	
Healdsburg High									2	
Jefferson(San Mateo Co.)	x			x					1	
Jefferson High	x		x					5		x
Kentfield	x					x		2		
Lafayette(Contra Costa)	x					x				
Laguna-Salada	x		x			x		2	6	
Larkspur					x			3	2	

1.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Las Lomitas	x							1	1	x
Liberty High	x							10		
Lincoln Unified					x					
Los Altos	x		x			x		2		x
Los Gatos High	x					x				
Los Gatos				x					2	
Manteca	x							2		
Marin J.C.	x		x			x		5		
Martinez Unified	x									
Menlo Park	x					x			3	
Middletown Unified	x					x		5	1	
Millbrae	x		x	x		x	x	2	3	
Milpitas	x		x					3	1	
Modesto Elem. & High	x							3		
Moreland	x		x			x				
Mount Diablo Unified	x					x		10		x
Mount Pleasant	x							2		
Mt. View(Santa ClaraCo.)	x					x		3	5	
Mt. View-Los Altos High	x							3		
Napa Valley Unified	x			x		x		2	12	
Napa J.C.	x		x			x		4		
New Haven Unified	x									
Newark Unified	x									
Novato Unified	x							3	1	
Oak Grove(Santa Clara)					x			3		
Oakdale			x			x			1	
Oakland Unified	x		x			x		1		
Old Adobe					x					
Palo Alto Unified	x		x					3		
Peralta J.C.				x	x					x
Petaluma Elem. & High					x	x				
Piedmont Unified	x					x			2	
Pittsburg Unified	x		x			x		1		
Portola Valley	x							4		
Ravenswood	x							2	4	

1.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Redwood City	x		x			x	x	1		x
Reed	x		x			x				
Ross					x				1	x
San Anselmo	x		x			x		3	2	
San Bruno	x					x		1	2	x
San Francisco Unified	x			x				2		x
San Francisco J.C.				x	x			2		x
San Joaquin Delta J.C.	x		x			x		5	7	
San Jose Unified	x								9	
San Jose J.C.	x				x			4		x
San Leandro Unified	x		x			x		1	5	
San Lorenzo Unified	x							1		
San Mateo	x			x		x				
San Mateo High	x		x							
San Mateo J.C.	x			x	x			3		
San Rafael Elem. & High	x			x		x		4		
San Ramon Valley Unif.		x								
Santa Clara Unified	x			x	x			1	10	
Santa Rosa Elem. & High	x					x		1	5	
Sonoma J.C.	x			x				5		x
Saratoga	x							2	2	
Sequoia High					x	x	x	3	20	
Solano College	x			x				5	3	
Sonoma Valley Unified	x					x		5		
Stockton Unified	x					x			8	x
Sunnyvale	x							2	9	
Tamalpais High	x		x					2		
Tracy Elem. & High	x					x			2	
Turlock Elem. & High					x					
Twain Harte-Long Barn					x	x				
Union (Santa Clara Co.)	x		x					1		
Vallejo Unified					x			7		
Walnut Creek	x					x			2	
Whisman	x							2		
Yosemite J.C.	x			x						x

1.0 BAY SECTION

1.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Acalanes High	-	2	3
Alameda Unified	-	1	3
Analy High	-	1	2
Antioch Unified	1	1	-
Berkeley Unified	2	2	4
Burlingame	1	1	1
Cloverdale High	-	-	1
Contra Costa J.C.	7	9	14
Cupertino	1	4	1
Dixie	-	1	1
East Side High	1	2	2
Fairfax(Marin Co.)	-	-	1
Foothill J.C.	-	9	8
Fremont Unified	-	2	2
Fremont High	1	2	2
Guerneville	-	-	1
Hayward Unified	3	1	3
Jefferson (San Mateo Co.)	-	-	1
Jefferson High	-	-	9
Lafayette (Contra Costa Co.)	1	-	-
Laguna-Salada	-	2	4
Las Lomitas	-	-	1
Liberty High	-	1	-
Lincoln Unified	-	-	2
Los Altos	-	2	4
Los Gatos	1	1	1
Los Gatos High	2	2	-
Marin J.C.	2	3	3
Millbrae	1	2	2
Milpitas	1	1	1
Mount Diablo	2	2	2
Mountain View(Santa Clara Co.)	-	-	1
Mt. View-Los Altos High	1	-	4
Napa Valley Unified	1	5	7
Napa J.C.	2	1	-
Novato Unified	-	1	1
Oakland Unified	3	8	8
Old Adobe	-	-	1
Palo Alto Unified	14	10	21
Peralta J.C.	2	2	15

1.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Petaluma Unified	1	1	3
Piedmont Unified	-	1	1
Pittsburg Unified	-	1	-
Ravenswood	1	1	-
Redwood City	-	5	4
Reed	1	1	1
Ross	-	-	1
San Anselmo	1	1	1
San Bruno Park	2	1	-
San Francisco Unified	94	93	103
San Francisco J.C.	12	14	9
San Joaquin Delta J.C.	-	2	2
San Jose Unified	2	3	9
San Jose J.C.	5	6	7
San Leandro Unified	2	2	3
San Lorenzo Unified	-	4	4
San Mateo High	15	13	11
San Mateo J.C.	5	8	9
San Rafael Unified	1	1	1
Santa Clara Unified	2	5	3
Santa Rosa Unified	3	-	-
Sonoma J.C.	5	5	6
Sequoia High	6	6	8
Solano J.C.	-	1	-
Stockton Unified	7	8	7
Sunnyvale	1	2	3
Tamalpais High	3	3	4
Turlock Unified	2	1	2
Union (Santa Clara Co.)	1	-	1
Vallejo Unified	3	3	5
Whisman	1	-	-
Yosemite J.C.	2	1	3

2.0 CENTRAL SECTION

2.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Atwater		x								x	x		x	x			
Bass Lake			x			x	x	x		x	x			x			
Big Creek			x	x			x	x			x		x	x			
Chawanakee			x							x	x					x	
China Lake		x								x	x			x			
Clovis Unified	1	x				x	x	x		x	x		x	x	x		
Coalinga Unified	3	x					x				x		x			x	
Coalinga J. C.	1	x				x				x	x		x	x			
Cutler-Orosi Unified		x				x	x	x									
Delano High		x				x	x	x		x	x		x	x			
Delhi				x		x	x			x	x					x	
Di Giorgio			x			x	x	x									
Dos Palos High	2	x				x	x	x		x	x		x	x			
Exeter High		x	x	x		x	x	x		x	x		x	x			x
Fowler Unified		x				x	x	x			x		x	x			
Fresno Unified	20	x				x	x	x		x	x		x	x			
Hanford High	2	x				x	x	x			x		x	x			
Kerman High		x				x	x			x	x		x	x			
Kern High	54	x				x	x	x		x	x		x	x			
Kern J. C.	19	x				x	x	x		x	x		x	x			
Kings Canyon Unified		x					x	x			x			x			
Kit Carson		x															
Lemoore High		x				x	x	x		x	x		x	x	x		
Lerdo				x		x	x	x		x	x				x	x	
Lindsay Unified		x					x				x		x			x	
Madera Unified		x				x	x	x		x	x				x		
Merced High	9	x				x	x	x		x	x		x	x			
Merced J. C.		x				x	x	x			x				x		
Midway	1	x				x				x	x		x	x		x	
Monson-Sultana			x			x	x	x		x	x				x		x
Muroc Unified		x								x	x						
Oak Valley		x				x	x										
Oro Loma		x						x			x			x			
Pacific-Fresno Co.		x				x	x	x			x			x	x	x	

2.0 CENTRAL SECTION

2.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Pixley		x									x		x				
Plainsburg		x				x	x	x			x				x	x	
Porterville		x					x	x			x		x				
Porterville High	3	x								x	x				x	x	
Raymond-Knowles	x										x		x	x		x	
Reef-Sunset		x									x		x				
Sanger Unified		x				x	x	x			x			x		x	
Sequoias J. C.	1	x				x	x	x		x	x		x	x			
Sierra High	1		x							x	x		x	x			
State Center J. C.	11	x				x	x	x		x	x		x	x			
Strathmore High		x					x				x		x				
Taft	2	x								x	x		x	x			
Taft High	3	x				x	x	x		x	x			x			
Tranquillity High		x				x	x	x									
Wasco High			x			x	x	x		x	x		x	x	x		
Woodlake		x					x				x			x			
Woodlake High		x				x	x	x			x		x		x		

2.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Bass Lake		x								
Chawanakee	x									
China Lake	x					x				
Clovis Unified					x	x				
Coalinga Unified	x		x						4	
Coalinga J.C.	x			x		x				
Delano High					x					
Dos Palos High									1	x
Fowler Unified	x									
Fresno Unified					x	x		8	7	x
Hanford High	x									
Kerman High					x					
Kern High	x					x				
Kern J.C.	x					x				
Kings Canyon Unified					x					
Lemoore High					x					
Lerdo					x			10	1	
Madera Unified	x					x		2	7	
Merced High	x					x		2	5	
Merced J.C.	x							2		
Midway	x					x		7		x
Monson-Sultana	x									
Muroc Unified								2		
Oro Loma	x							1	1	
Pacific (Fresno Co.)					x					
Pixley					x			1		
Plainsburg					x					
Porterville					x					
Porterville High	x					x		2		x
Reef-Sunset	x							2	1	
Sequoia J.C.	x					x			2	
Sierra High	x					x			2	
State Center J.C.	x			x				5		
Strathmore High	x					x			1	
Taft	x					x			2	

2.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at		OTHER	BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary		Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Taft High	x			x						x
Tranquillity High	x								1	
Wasco High	x			x		x		3	2	
Woodlake High	x									

2.0 CENTRAL SECTION

2.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Clovis Unified	-	-	1
Coalinga Unified	1	1	1
Coalinga J.C.	1	-	-
Dos Palos High	1	1	-
Fresno Unified	6	7	7
Hanford High	1	1	-
Kern High	20	18	16
Kern J.C.	7	3	9
Merced High	3	3	3
Midway	-	1	-
Porterville High	2	1	-
Sequoias J.C.	1	-	-
Sierra High	2	-	-
State Center J.C.	3	4	4
Taft	1	1	-
Taft High	1	1	1

3.0 CENTRAL COAST SECTION

3.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Cabrillo J. C.	4		x			x	x	x		x	x	x		x			
Carmel Unified	8	x				x	x	x		x	x			x		x	
Gonzales		x								x	x			x			
Hartnell J. C.	6	x	x			x	x	x				x			x		
Hollister			x							x	x		x	x			
King City		x				x	x	x									
Monterey Peninsula Unified	11	x				x	x			x	x		x	x	x	x	
Monterey Peninsula J. C.	17		x							x	x			x		x	
North Monterey County		x				x	x	x		x	x		x	x	x		
North County		x				x	x	x			x		x			x	
Pacific Grove Unified	3	x				x	x	x		x	x		x	x			
Salinas		x							x		x	x				x	
Salinas High	2	x					x				x		x				
San Benito High		x				x	x	x		x	x			x			
San Lorenzo Valley Unified	1	x	x			x	x	x		x	x		x				
San Luis Coastal Unified	11	x				x	x	x			x		x	x			
Santa Cruz Elem. & High	3	x					x	x		x	x		x	x			
Soquel			x							x	x						
Templeton Unified		x						x									

3.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Cabrillo J.C.	x			x						
Carmel Unified	x		x					5	3	x
Hartnell J.C.			x							
Hollister	x							5		
Monterey Pen. Unif.	x					x		1		
Monterey Pen. J.C.	x		x	x						
North Monterey County					x	x				
Pacific Grove Unified	x					x				
Salinas	x					x				
Salinas High	x					x				
San Benito High					x					
San Lorenzo Val. Unif.	x					x			3	
San Luis Coastal Unif.	x							1	4	x
Santa Cruz El. & High	x									
Soquel	x					x		5		

3.0 CENTRAL COAST SECTION

3.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Cabrillo J.C.	-	-	4
Carmel Unified	3	3	2
Hartnell J.C.	2	2	2
Monterey Peninsula Unified	5	3	3
Monterey Peninsula J.C.	5	3	9
Pacific Grove Unified	1	1	1
Salinas High	-	2	-
San Lorenzo Valley Unified	-	1	-
San Luis Coastal Unified	2	3	6
Santa Cruz Unified	1	-	2

4.0 NORTH COAST SECTION

4.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Ferndale		x				x	x	x		x	x		x	x			
Fort Bragg Unified	2	x				x	x			x	x					x	
Fortuna		x				x	x	x			x		x				
Fortuna High			x							x	x		x	x			
Rohnerville	1	x					x			x	x					x	
Round Valley Unified		x								x	x			x	x		
Trinidad		x				x	x	x			x			x	x	x	
Ukiah Unified		x	x			x	x	x									

4.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Ferndale					x					
Fort Bragg Unified					x			3		
Fortuna	x							1	1	
Fortuna High	x								1	
Rohnerville									1	x
Round Valley Unified	x									
Trinidad	x								1	

4.0 NORTH COAST SECTION

4.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Fort Bragg Unified	1	1	-
Rohnerville	-	1	-

5.0 NORTHERN SECTION

5.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Alturas		x		x													
Davis Unified	3	x								x	x			x			
Dunsmuir		x				x	x	x		x	x		x	x		x	
Durham Unified		x									x				x		
East Nicolaus High		x				x	x	x									
El Dorado High		x					x	x		x	x		x		x		
Elk Grove Unified	4	x					x			x	x	x					
Folsom-Cordova Unified	3	x	x			x	x	x			x		x	x	x		
Glenn County High		x				x	x	x		x	x		x	x			
Grant High	6	x								x	x		x	x			
Hamilton High		x		x												x	
Herlong		x				x	x	x		x	x			x			
Jackson Unified	2	x				x	x			x	x		x			x	
Lake Tahoe Unified	1	x					x				x						
Lassen High		x					x										
Lee Vining		x				x	x	x		x				x		x	
Los Molinos Unified		x						x		x	x			x			
Los Rios J. C.	14		x			x	x	x		x	x		x	x			
Mammoth		x				x	x	x		x	x		x	x			
Marysville Unified		x				x	x	x									
Millville				x		x	x	x									
Mono County High		x				x	x	x			x		x	x	x	x	
Montgomery Creek		x									x		x				
Nevada High		x					x			x	x			x			
Orland Elem. & High		x				x	x	x		x	x	x	x	x	x		
Oro Madre Unified	1	x				x	x	x			x		x	x			
Oroville		x															
Oroville High	1	x				x	x	x		x	x		x	x	x	x	
Palermo		x				x					x			x			
Paradise Unified		x				x	x	x		x	x				x		
Pierce Unified	x																
Placer High	2	x					x				x		x				
Placerville	2	x					x	x		x	x		x		x		
Plumas Unified	1	x				x	x	x			x		x			x	

5.0 NORTHERN SECTION

5.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Red Bluff Elem. & High		x				x	x	x		x	x		x	x			
Rio Linda	3	x	x			x	x	x			x		x			x	
Roseville High	3	x				x	x	x		x	x					x	
Sacramento Unified		x		x			x	x			x		x				
San Juan Unified	11				x		x	x			x	x	x	x			
Shasta High		x				x	x	x		x	x		x	x	x		
Sierra J. C.	2	x				x	x			x	x	x		x			
Washington Unified		x				x	x	x		x	x			x			
Western Placer Unified			x				x			x	x						
Wheatland		x					x				x		x				
Winters Unified		x				x	x	x		x	x		x	x	x	x	
Woodland Unified	1	x					x	x		x	x			x			
Yuba J. C.	3		x				x	x		x	x	x		x			
Yuba City Unified		x				x	x	x			x		x	x	x		

5.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at		OTHER	BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary		Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Davis Unified	x									
Dunsmuir	x								1	
Durham Unified	x									
El Dorado High					x	x				
Elk Grove Unified	x									
Folsom-Cordova Unif.	x							1	4	
Glenn County High					x					
Grant High	x							1	4	x
Hamilton High					x					
Herlong	x									
Jackson Unified					x					
Lake Tahoe Unified	x					x		4		
Los Molinos Unified					x			1	1	
Los Rios J.C.	x			x				5		
Mammoth	x					x				
Montgomery Creek	x			x				25		
Nevada High	x							3		
Orland Elem. & High					x	x	x	2		
Oro Madre Unified					x					
Oroville High					x					
Palermo					x			3		
Paradise Unified					x					
Placer High	x									
Placerville					x	x				
Plumas Unified	x		x		x	x		2	3	
Red Bluff Elem. & High	x		x					5		
Rio Linda	x		x					3		
Roseville High					x				2	
Sacramento Unified	x		x					5		
San Juan Unified	x		x		x					
Shasta High					x	x				
Sierra J.C.	x							1	2	x
Washington Unified	x							2		
Western Placer Unified	x							2		
Wheatland	x			x						

5.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at		OTHER	BOND		LIMITATIONS		Limitations Reached in Last 3 Years
	Half Salary	Full Salary	Half Salary	Full Salary		Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	
Winters Unified	x							3		
Woodland	x				x	x		5		
Yuba College					x					
Yuba City Unified										

5.0 NORTHERN SECTION

5.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Davis Unified	1	1	1
Elk Grove Unified	1	2	1
Folsom-Cordova Unified	1	2	-
Grant High	1	1	4
Jackson Unified	1	-	1
Lake Tahoe Unified	1	-	-
Los Rios J.C.	-	6	8
Oro Madre Unified	1	-	-
Oroville High	-	1	-
Placer High	-	1	1
Placerville	-	1	1
Plumas Unified	-	-	1
Rio Linda	2	1	-
Roseville High	1	1	1
San Juan Unified	3	2	6
Sierra J.C.	-	-	2
Woodland Unified	-	-	1
Yuba J.C.	1	1	1

6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
ABC Unified		x				x	x	x		x	x		x	x			
Alhambra Elem. & High	19	x				x	x	x		x	x		x	x			
Allan Hancock J. C.	6		x			x	x	x		x	x					x	
Alpine		x					x	x									
Alvord Unified		x				x		x			x			x			
Anaheim		x	x			x	x	x		x	x		x	x	x		x
Anaheim High	6	x				x	x	x		x	x		x	x	x		
Antelope Valley High		x				x	x	x		x	x			x	x		
Apple Valley	1		x			x	x	x	x				x	x	x	x	
Azusa Unified	9		x			x	x	x		x	x			x		x	
Baldwin Park Unified	2	x				x	x	x		x	x	x	x	x	x		
Barstow Unified	7	x				x	x	x		x	x		x	x		x	
Barstow J. C.	2	x			x	x	x	x	x		x	x	x	x		x	
Bassett Unified	5	x				x	x	x		x	x				x		
Bear Valley Unified	2	x	x			x	x	x		x	x			x		x	
Beaumont Unified		x				x	x	x		x	x		x	x			
Bellflower Unified	4	x				x	x	x		x	x	x		x		x	
Beverly Hills Unified	18	x				x	x	x		x	x		x	x		x	
Bishop		x															
Bonita Unified	1	x	x			x	x	x		x	x		x	x		x	
Borrego Springs Unified		x				x	x	x		x			x	x			
Brawley	1	x					x						x				
Brea-Olinda Unified		x				x	x	x			x				x		
Burbank Unified	16	x				x	x	x		x	x			x			
Cajon Valley	6	x								x	x			x			
Calipatria Unified			x				x				x		x	x			
Capistrano Unified	2	x				x	x	x	x	x	x		x	x			
Carlsbad		x					x			x	x			x			
Carpinteria Unified		x				x	x	x		x	x						x
Castaic		x	x				x						x				
Centinela Valley High	18	x				x	x	x		x	x			x			
Centralia		x				x	x	x		x	x	x	x	x			
Cerritos J. C.	19		x			x	x	x		x	x		x	x			

6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Chaffey High	5	x				x	x			x	x			x			
Chaffey J.C.	5	x				x	x	x		x	x		x	x			
Charter Oak Unified	3	x							x		x		x	x			x
Chino Unified	2	x				x	x	x			x			x			
Chula Vista	10	x				x	x	x		x	x		x	x			
Citrus J.C.	6	x				x	x	x		x	x						
Claremont Unified	3		x			x	x	x	x		x			x			
Coachella		x								x	x				x	x	
Coachella Valley High	1	x				x	x				x		x	x		x	
Compton			x							x	x						
Compton High	11	x				x	x	x		x	x		x	x		x	
Compton J.C.	2	x	x			x	x	x		x	x					x	
Corona Unified		x				x	x			x	x		x	x			
Coronado Unified		x	x							x	x		x	x	x		
Culver City Unified	9	x				x	x	x	x	x	x	x					
Cuyama		x				x	x	x		x	x			x			
Del Mar		x								x	x		x	x	x	x	
Desert Sands Unified	1	x					x			x	x			x			
Downey Unified	5	x				x	x	x		x	x		x	x			
East Whittier		x				x	x	x		x	x			x			
El Camino J.C.	29	x				x	x	x		x	x	x		x			
El Monte High	12	x	x			x	x	x		x	x		x	x			
El Rancho Unified	8	x				x	x	x		x	x	x	x	x		x	
El Segundo Unified	5		x			x	x	x	x	x	x			x	x		x
Elsinore Elem. & High	1		x			x	x	x		x	x		x	x			
Enterprise City	5	x				x	x	x		x	x		x	x			
Escondido	1	x				x	x	x		x	x		x	x			
Fontana Unified	2	x				x	x	x		x	x						
Fountain Valley		x				x	x	x	x		x		x	x	x	x	
Fullerton	3	x				x	x	x		x	x		x	x			
Fullerton High	4	x				x	x	x		x	x		x	x			
Garden Grove Unified	6	x								x	x			x			
Garvey	3	x				x	x			x	x		x	x			
Glendale Unified	24	x				x	x	x		x	x			x			

6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Glendora Unified	1	x				x	x	x		x	x			x			
Grossmont High	12	x				x	x	x		x	x		x	x			
Grossmont J. C.	6	x	x			x	x	x		x	x		x	x	x		x
Guadalupe		x				x	x	x									
Hawthorne	2	x				x	x	x		x	x				x		
Hermosa Beach		x				x	x			x	x		x	x			
Holtville Unified	1	x				x	x	x			x			x			
Hope (Santa Barbara Co.)	3	x				x	x	x		x	x		x	x			
Hudson	1	x				x	x	x		x	x					x	
Hueneme	4	x				x	x	x		x	x		x	x			
Hughes-Elizabeth Lakes		x		x			x	x			x		x	x			x
Huntington Beach High	6		x			x	x	x		x	x	x	x	x			
Imperial Unified		x							x							x	
Inglewood Unified	10	x					x	x		x	x		x	x			
La Canada Unified		x				x	x	x		x	x		x		x		
La Habra		x				x	x	x		x	x		x	x			
La Mesa-Spring Valley	5	x					x	x		x	x		x	x			
La Puente High	4	x				x	x	x		x	x	x		x			
Laguna Beach Unified		x	x			x	x	x		x	x		x	x			
Lawndale	1		x							x	x		x	x			
Lemon Grove	2		x			x	x	x		x	x			x			
Lompoc Unified	1	x				x	x	x		x	x		x	x			
Long Beach Unified	52	x				x	x	x		x	x		x	x			
Los Angeles Unified	773	x				x	x	x		x	x		x	x	x		
Los Angeles J.C.	130		x			x	x	x		x	x		x	x			
Los Nietos	1	x					x	x			x		x	x			
Lowell			x			x	x	x		x	x	x	x	x			
Lynwood Unified			x				x				x		x	x			
Manhattan Beach	6	x	x				x				x			x			
Menifee		x				x	x				x		x	x			
Monrovia Unified	4	x	x			x	x	x		x	x		x	x			
Montebello Unified	13	x				x	x	x		x	x		x	x			
Morongo Unified	1		x			x	x	x		x	x			x			
Mt. San Antonio J.C.	20	x								x	x			x			
National	2	x					x	x			x						x

6.0 SOUTHERN SECTION

6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Needles Unified	1	x	x				x	x			x		x	x			
Newport-Mesa Unified		x				x	x	x		x	x	x	x	x			
North Orange County J.C.	9	x				x	x	x		x	x			x			
Norwalk-LaMirada Unified	9	x	x			x	x	x		x	x		x	x	x	x	x
Oceanside-Carlsbad High		x				x	x	x		x	x	x	x	x			
Ojai Unified	3		x				x	x			x			x		x	
Orange Unified	1	x				x	x	x			x	x	x	x		x	
Orange Coast J.C.	13		x						x	x	x		x	x			
Oxnard	1	x	x			x	x	x		x	x			x			
Oxnard High	9	x						x		x	x				x		
Palm Springs Unified	5	x								x	x		x	x			
Palmdale	7	x				x	x	x		x	x		x	x			
Palomar J.C.	6		x			x	x	x		x	x		x	x		x	
Palos Verdes Peninsula Unif.	2	x					x	x		x	x			x			
Paramount Unified	1		x			x	x	x		x	x			x			
Pasadena Unified	42	x				x	x	x		x	x		x	x			
Pasadena J.C.	17	x				x	x			x	x		x	x			
Perris			x			x		x		x	x				x		
Perris High	1	x								x	x			x			
Placentia Unified	2	x				x	x	x			x		x	x			
Pomona Unified	10	x	x			x	x	x		x	x		x	x		x	
Poway Unified		x				x	x	x		x	x		x	x	x		
Ramona Unified		x				x	x	x					x	x		x	
Redlands Unified	7	x	x			x	x	x		x	x		x	x			
Redondo Beach	3		x			x	x	x		x	x		x	x			
Rialto Unified		x					x	x			x			x			
Rim-of-the-World Unified	2	x				x	x	x		x	x		x	x		x	
Riverside Unified	5	x						x			x		x	x			
Riverside J.C.	1	x				x	x	x			x		x	x		x	
Rowland	2	x	x			x	x	x		x	x		x	x			
San Bernardino Unified			x			x	x	x		x	x			x		x	
San Bernardino Valley J.C.	10	x								x	x				x		
San Diego Unified	49	x				x	x	x		x	x		x	x			
San Dieguito High	2		x				x			x	x			x	x		

6.0 SOUTHERN SECTION

6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
San Gabriel	2		x							x	x	x					
San Jacinto Unified		x					x	x			x		x	x			
San Ysidro		x				x	x	x			x						
Santa Ana Unified & J.C.	12	x				x	x	x		x	x		x	x			
Santa Barbara Elem. & High	4	x	x			x	x	x		x	x				x	x	
Santa Barbara J.C.	6	x				x	x	x		x	x						
Santa Maria		x	x			x	x			x	x		x	x			
Santa Maria High	1	x				x	x			x	x						
Santa Monica Unified	34	x	x			x	x	x		x	x		x	x		x	x
Santa Paula High	2	x	x			x	x			x	x						
Santee			x			x	x	x		x	x		x				
Savanna		x				x	x	x			x				x		
Seal Beach			x				x				x						
South Bay High	11	x				x	x	x		x	x		x	x			
South Bay (San Diego Co.)		x															
South Pasadena Unified	2	x				x	x	x		x	x		x	x			
Sulphur Springs		x								x	x		x	x			
Sweetwater High		x				x	x	x		x	x		x	x			
Sweetwater J.C.	5	x				x	x			x	x		x				
Temple City Unified	3	x				x				x	x			x			
Timber		x				x	x	x		x	x				x		
Torrance Unified	17	x	x			x	x	x		x	x		x			x	
Tustin	3	x								x	x			x			
Tustin High		x						x		x	x					x	
Valle Lindo	3	x				x	x	x		x	x		x			x	
Vallecitos		x				x	x	x									
Ventura Unified		x				x	x	x		x	x	x	x	x			
Ventura J.C.	8	x				x	x			x	x					x	
Victor Valley High		x				x	x	x		x	x		x	x			
Vista Unified	2	x				x	x	x			x		x	x			
West Covina Unified	6	x	x			x	x	x		x	x		x	x			
Whittier	1		x			x	x	x		x	x		x				x
Whittier High	11	x				x	x	x		x	x			x			x
Wm. S. Hart High	3	x				x	x	x		x	x		x	x			
Willowbrook		x	x				x			x	x			x			x

6.0 SOUTHERN SECTION

6.1 DISTRICT POLICIES FOR GRANTING SABBATICAL LEAVES

DISTRICT	Number of Leaves 1964-67	APPLICATION				INFORMATION REQUIRED				PURPOSES			REQUIRED EVIDENCE				
		Written Request	Letter of Application	Oral	Other	Itinerary	Program of Study	Outcome Expected	Other	Travel	Study	Other	Transcript	Written Report	Written Statement	Oral Report	Other
Wiseburn	1	x								x	x		x	x			
Yucaipa Unified			x				x	x	x		x		x				

6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at		OTHER	BOND		LIMITATIONS		Limitations Reached in Last 3 Years
	Half Salary	Full Salary	Half Salary	Full Salary		Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	
ABC Unified	x					x		1		
Alhambra Elem. & High	x		x			x		1		x
Allan Hancock J.C.	x			x				5		
Alvord Unified	x							1		
Anaheim					x				3	
Anaheim High	x					x		1	13	
Antelope Valley High	x					x		2		
Apple Valley	x					x		3		
Azusa Unified	x		x					1		
Baldwin Park Unified					x	x		3		
Barstow Unified	x					x		2	8	
Barstow College	x					x		5	1	x
Bassett Unified	x		x			x		2		
Bear Valley Unified					x	x				
Beaumont Unified	x					x		1		
Bellflower Unified	x		x			x		2		
Beverly Hills Unified	x		x			x		2		
Bonita Unified	x		x			x		2		
Borrego Springs Unif.	x					x		2		
Brawley			x			x		1	2	
Brea-Olinda Unified						x			1	
Burbank Unified	x									x
Cajon Valley	x					x		1	4	x
Calipatria Unified	x							10		
Capistrano Unified	x				x			2	5	
Carlsbad	x					x		3	3	
Carpinteria Unified	x		x			x		1		
Castaic	x									
Centinela Valley High	x		x			x		2	5	x
Centralia	x					x				
Cerritos J.C.	x			x				5		
Chaffey High	x					x			x	x
Chaffey J.C.					x					
Charter Oak Unified	x					x		3	9	
Chino Unified	x			x				1	3	

6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Chula Vista	x		x			x		3		
Citrus J.C.	x			x						x
Claremont Unified	x					x		2	6	
Coachella	x					x				
Coachella Valley High									2	
Compton					x	x				
Compton High	x		x					2		
Compton J.C.	x		x			x		4	4	
Corona Unified					x					
Coronado Unified	x									
Culver City Unified	x			x		x		1	3	x
Cuyama	x									
Del Mar	x									
Desert Sands Unified	x								2	
Downey Unified	x		x			x		1	7	
East Whittier	x		x			x		1		
El Camino J.C.	x			x		x		3	10	x
El Monte High	x					x		2		x
El Rancho Unified	x							1		
El Segundo Unified	x					x		2		x
Elsinore Elem. & High					x	x		2		x
Enterprise	x					x		3		
Escondido	x		x			x		2		
Fontana Unified	x					x				
Fountain Valley	x					x	x	5		
Fullerton					x	x		2		
Fullerton High	x		x			x		5		
Garden Grove Unified	x			x		x				
Garvey	x					x		1		x
Glendale Unified	x					x		1		x
Glendora Unified	x			x						
Grossmont High	x					x		2		
Grossmont J.C.	x			x		x		4		
Hawthorne	x		x					2	4	
Hermosa Beach	x					x			2	

6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Hope (Santa Barbara Co.)	x			x				1	1	x
Hudson	x		x			x		1		
Hueneme	x		x			x		3	7	
Huntington Beach High	x					x		3		
Inglewood Unified	x		x							
La Canada Unified	x								3	
La Mesa-Spring Valley					x			1	6	
La Puente High	x		x			x				
Laguna Beach Unified	x		x							
Lawndale	x									
Lemon Grove	x		x			x				
Lompoc Unified	x							1		
Long Beach Unified	x		x			x		1	17	x
Los Angeles Unified	x		x							
Los Angeles J.C.	x		x			x				x
Los Nietos					x			2	2	
Lowell	x					x				
Lynwood Unified	x		x			x			3	
Manhattan Beach	x			x		x			2	x
Monrovia Unified	x		x			x			4	
Montebello Unified	x					x		1		
Morongo Unified					x	x				
Mt. San Antonio J.C.					x			3		x
National	x									
Needles Unified	x			x		x		1	1	x
Newport-Mesa Unified					x	x			8	
North Orange Co. J.C.	x		x			x		5		
Norwalk-LaMirada Unif.	x		x			x		1	12	
Oceanside-Carlsbad HS	x		x			x		2	3	
Ojai Unified				x	x	x		2		
Orange Unified		x			x	x		1		
Orange Coast J.C.	x			x						
Oxnard	x	x			x	x		2		
Oxnard High	x					x		5	25	
Palm Springs Unified	x		x			x		2		

6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at		OTHER	BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary		Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
Palmdale	x		x			x		2	3	x
Palomar J.C.	x			x		x		5		
Palos Verdes Pen. Unif.	x		x			x				
Paramount Unified	x		x			x		2		
Pasadena Unified	x		x			x			14	x
Pasadena J.C.	x		x			x			7	
Perris	x					x		20		
Perris High	x		x			x		5		
Placentia Unified	x								1	x
Pomona Unified	x					x				
Poway Unified	x							1		
Redlands Unified	x		x					3		
Redondo Beach	x					x		2		
Rialto Unified	x					x			1	
Rim-of-the-World Unif.	x		x			x				
Riverside Unified	x					x		1		
Riverside J.C.	x		x			x				
Rowland	x					x		1		
San Bernardino Unif.	x		x			x		1		
San Bernardino Val. J.C.	x			x		x		5		
San Diego Unified	x		x			x		1	28	
San Dieguito High	x							5		
San Gabriel	x		x			x		2		
Santa Ana Unified					x	x				
Santa Barbara El.& HS	x		x			x		1	2	
Santa Barbara J.C.	x			x		x		5		x
Santa Maria					x			1		
Santa Maria High	x		x			x		3		
Santa Monica Unified	x		x			x		2	14	x
Santa Paula High	x					x				
Santee	x		x			x				
Savanna						x				
South Bay High	x			x		x		2	5	x
S. Bay (San Diego Co.)	x									

6.2 DISTRICT POLICIES ON SABBATICAL LEAVE REMUNERATION AND LIMITATIONS

DISTRICT	Full Year Leave at		Half Year Leave at			BOND		LIMITATIONS		
	Half Salary	Full Salary	Half Salary	Full Salary	OTHER	Required	Paid by District	Percent of Staff	Fixed Max. Number of Leaves	Limitations Reached in Last 3 Years
South Pasadena Unif.	x		x			x			2	
Sulphur Springs					x					
Sweetwater High	x		x							
Sweetwater J.C.	x			x						
Temple City Unified	x									
Timber					x	x				
Torrance Unified	x		x			x				
Tustin	x					x				
Tustin High	x									
Valle Lindo	x								1	
Ventura Unified	x		x			x		3	20	
Ventura J.C.					x			5		
Victor Valley High	x		x			x		2	4	
Vista Unified					x			3	1	
West Covina Unified					x	x		2	1	
Whittier	x		x					2		
Whittier High	x		x							
Wm. S. Hart High	x		x			x				x
Willowbrook					x	x				
Wiseburn	x		x			x		4	4	
Yucaipa Unified	x					x		2		

6.0 SOUTHERN SECTION

6.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Alhambra Unified	6	6	7
Allan Hancock J.C.	2	2	2
Anaheim High	1	2	3
Apple Valley	-	1	-
Azusa Unified	3	4	2
Baldwin Park Unified	1	1	-
Barstow Unified	2	5	-
Barstow J.C.	-	1	1
Bassett Unified	1	2	2
Bear Valley Unified	1	1	-
Bellflower Unified	1	2	1
Beverly Hills Unified	6	6	6
Bonita Unified	-	-	1
Brawley	1	-	-
Burbank Unified	5	9	2
Cajon Valley	2	-	4
Capistrano Unified	-	2	-
Centinela Valley High	6	6	6
Cerritos J.C.	3	9	7
Chaffey High	4	-	1
Chaffey J.C.	1	2	2
Charter Oak Unified	1	1	1
Chino Unified	-	-	2
Chula Vista	5	2	3
Citrus J.C.	1	3	2
Claremont Unified	1	1	1
Coachella Valley High	1	-	-
Compton High	3	4	4
Compton J.C.	1	-	1
Culver City Unified	3	3	3
Desert Sands Unified	-	1	-
Downey Unified	2	-	3
El Camino J.C.	9	10	10
El Monte High	1	6	5
El Rancho Unified	3	3	2
El Segundo Unified	2	-	3
Elsinore Unified	-	-	1
Enterprise City	2	1	2
Escondido	-	1	-
Fontana Unified	-	-	2

6.0 SOUTHERN SECTION

6.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Fullerton	-	1	2
Fullerton High	-	-	4
Garden Grove Unified	1	2	3
Garvey	-	2	1
Glendale Unified	12	12	-
Glendora Unified	-	-	1
Grossmont High	4	4	4
Grossmont J.C.	3	1	2
Hawthorne	1	1	0
Holtville Unified	-	-	1
Hope (Santa Barbara Co.)	1	1	1
Hudson	-	-	1
Huenene	-	2	2
Huntington Beach High	-	1	5
Inglewood Unified	2	4	4
La Mesa-Spring Valley	2	2	1
La Puente High	-	1	3
Lawndale	1	-	-
Lemon Grove	-	1	1
Lompoc Unified	-	-	1
Long Beach Unified	17	16	19
Los Angeles Unified	535	579	659
Los Angeles J.C.	42	45	43
Los Nietos	-	1	-
Manhattan Beach	2	2	2
Monrovia Unified	1	1	2
Montebello Unified	2	5	6
Morongo Unified	1	-	-
Mt. San Antonio J.C.	7	6	7
National	-	1	1
Needles Unified	-	-	1
North Orange County J.C.	3	4	2
Norwalk-LaMirada Unified	3	4	2
Ojai Unified	1	1	1
Orange Unified	-	-	1
Orange Coast J.C.	-	7	6
Oxnard	-	-	1
Oxnard High	4	3	2
Palm Springs Unified	-	3	2
Palmdale	1	3	3

6.0 SOUTHERN SECTION

6.3 NUMBER OF SABBATICAL LEAVES GRANTED

District	1964-65	1965-66	1966-67
Palomar J. C.	3	2	1
Palos Verdes	1	1	-
Paramount Unified	-	1	-
Pasadena Unified	14	14	14
Pasadena J. C.	6	5	6
Perris High	-	-	1
Placentia Unified	1	-	1
Pomona Unified	2	5	3
Redlands Unified	3	1	3
Redondo Beach	1	1	1
Rim-of-the-World Unified	-	-	2
Riverside Unified	3	2	-
Riverside J.C.	1	-	-
Rowland	-	-	2
San Bernardino Valley J.C.	3	4	3
San Diego Unified	12	18	19
San Dieguito High	-	-	2
San Gabriel	-	-	2
Santa Ana J.C.	4	3	5
Santa Barbara Unified	2	2	-
Santa Barbara J.C.	1	2	3
Santa Maria High	-	-	1
Santa Monica Unified	7	13	14
Santa Paula High	1	1	-
South Bay High	1	5	5
South Pasadena Unified	-	1	1
Sweetwater J.C.	-	3	2
Temple City Unified	1	2	-
Torrance Unified	7	5	5
Tustin	1	1	1
Valle Lindo	2	1	-
Ventura J.C.	1	3	4
Vista Unified	-	1	1
West Covina Unified	3	2	1
Whittier	1	-	-
Whittier High	4	2	5
Wm. S. Hart High	1	1	1
Wiseburn	1	-	-

Published by
California Teachers Association
1705 Murchison Drive, Burlingame, California